



COLORADO'S MNT: FUELING RURAL DEVELOPMENT

BY TROY A. EID,
EXECUTIVE DIRECTOR, DPA

Colorado's Multi-Use Network (MNT), the most significant rural economic development effort our state has ever undertaken, is already benefiting communities throughout Colorado.

MNT is just one year old, yet the lower telecommunications rates it is bringing to rural Colorado are already making a positive difference. In Julesburg, for example, the price of a single high-speed telecommunications circuit (called a "T-1," capable of carrying 1.5 megabits of data per second) was \$2,023.13 a month before MNT reached Sedgwick County earlier this year. Today, thanks to MNT, the same T-1 circuit

MNT uses the buying power of state government, Colorado's largest and most geographically dispersed employer, to bring more affordable Internet and other high-speed telecommunications access to all 64 Colorado counties. Since the program began last fall, MNT is now up and running in 49 counties with the rest to be connected next year.

The idea behind MNT is simple: Put all computer network traffic from state departments, agencies, colleges and universities onto a single statewide network. This helps state government serve rural citizens. It also brings state-of-the-art fiberoptic networks to each county for use by local governments and non-profit agencies as well as private businesses. As this statewide MNT "backbone" is completed, rural communities can connect to it in their own county seats instead of going through Denver or other metropolitan communities – often resulting in dramatically lower rates for these services.

COMPARISON OF T-1 CIRCUIT MONTHLY RATES IN RURAL COLORADO

CITY	Pre-MNT Rate	Post-MNT Rate
Alamosa	\$1,348.89	\$329.85
Cortez	\$615.17	\$329.85
Fairplay	\$1,684.01	\$329.85
Gunnison	\$1,059.96	\$329.85
Julesburg	\$2,023.13	\$329.85
Leadville	\$1,264.61	\$329.85
Limon	\$852.50	\$329.85
Steamboat Springs	\$1,180.33	\$329.85
Trinidad	\$1,324.81	\$329.85

costs just \$329.85 per month in Julesburg and many other outlying communities. Local leaders were delighted recently when one of the nation's best-known high-tech corporations inquired about building a new facility in Julesburg because MNT now provides the telecommunications infrastructure needed to do business anywhere in the world.

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Contrary to the facts, some have implied that few rural Colorado communities are actually connected to MNT because a companion state grant program designed to accelerate local access to the MNT backbone, nicknamed the "Beanpole" program, fell victim to budget cuts this year. This simply is not the case. Certainly the lack of funding is a disappointment. However, the State of Colorado has moved forward successfully to provide increased local access with \$5 million that the Legislature had already made available for this purpose last year.

Additionally, state officials are actively working with rural communities – regardless of whether they received Beanpole grants – to identify other public and private resources to help them to connect to MNT. These efforts are already showing results:

In rural Southeastern Colorado, a total of 184 public schools, libraries, local governments, hospitals and non-profit institutions have been connected to MNT since last spring, providing high-speed Internet access to the Arkansas Valley and neighboring counties.

In Northwestern Colorado, a consortium of public and private leaders is now in the final stages of connecting a string of rural communities to MNT this fall.

A public-private partnership based in Southwestern Colorado has launched a regional access initiative to

take advantage of MNT in Durango, Cortez and surrounding areas.

Some individual communities are taking matters into their own hands. Most recently, the municipal electric utility in Glenwood Springs – encouraged in part by falling telecommunications rates in the Roaring Fork Valley due to MNT – built its own fiberoptic ring to

Benefit Open Enrollment

It is time for benefit open enrollment for DPA employees. This is a positive enrollment, which means that all *employees must fill out a new form to either enroll or decline benefits*. DPA enrollment meetings will be held in Denver, November 1, at the Centennial Building, 1313 Sherman, Room 220 at 9:00 am and 2:00 pm. Meetings will also be held throughout the state, please contact **Millie Klem** at **303-866-3892** for specific locations, dates and times of the other meetings.

Please contact Denise Martinez and if you have not yet received a packet, she may be reached via email (**denise.martinez@state.co.us**) or at **303-866 -6571**.

**All forms must Received by Denise
by November 8, 2002**

provide comprehensive public and private access to the MNT backbone. This system, supplemented with high-speed wireless connections, lets users to access the MNT network throughout the city. Local leaders even plan to string fiberoptic cable along the passenger tramway from the city to the new visitor center at Glenwood Caverns, on a mountain above town, to ensure reliable Internet service for scientists and tourists alike.

I would like to note that more can and should be done to provide expanded local access to MNT. For example in Salida – where MNT began service just two months ago – state officials recently met with various local leaders to explore possible options for greater local access but did not reach any decisions. Yet everyone agreed that because a T-1 circuit now costs only about one-third what it did before MNT came to Salida (\$329.85 a month today compared to \$968.60 last June), the prospects for achieving more affordable local access are that much greater.

Thanks to the Multi-Use Network, the possibilities for improving the quality of life in rural Colorado are breathtaking. Money-saving applications – such as distance-learning, telemedicine and using video-conferencing for court appearances instead of transporting inmates back and forth to prison or jail – will no longer die on the vine for lack of basic infrastructure. What Colorado will achieve through MNT will be felt for generations to come.

Troy A. Eid is executive director of the Colorado Department of Personnel & Administration. For more information about MNT, please contact the MNT Hotline at 1 866-MNT-COLO or Guy Mellor, MNT project manager, at **303 239-4313** or **guy.mellor@state.co.us**.

Congratulations to Judge Nancy Hopf !

Governor Owens recently appointed Administrative Law Judge Nancy Hopf District Court Judge for the 18th Judicial District. Nancy has served as an ALJ at DOAH since 1991. Before that she was an Assistant Attorney General with the Department of Law.

Judge Hopf gets a big thumbs up.

Photo courtesy of
Judge Sharon
Fitzgerald



LETTERS

Dear Art (Barnhart),

We are writing to thank you and your staff for what we judge to be a very successful close of the 2001-02 fiscal year. Given the implementation of GASB #34/35 this year, there were many concerns to address in the Financial Advisory Committee's recent discussion of year-end close problems and issues. However, not as many as could have been the case given the magnitude of the changes required by the new GASB statements to Governing Boards' stand-alone financial statements and the State's Consolidated Annual Financial Report. It has not been a painless summer and certainly we all have had to work longer and harder hours than in previous years. But there were no big surprises or battles. To a large extent, this is because of the work done over the past two years by the Higher Education GASB Implementation Team made up of higher education representatives and members of the Field Accounting Services Team in your office. The Reporting and Analysis Division also provided positive and balanced input to resolving issues.

On a broader level, that group and the implementation effort would not have been successful without you fostering an environment of communication and cooperation between the State Controller's Office and higher education. Fiscal issues are discussed and resolved in a professional manner and the needs of all involved are considered and met to the extent possible. We want to express our gratitude for your managing the responsibilities of the State Controller in a thoughtful and fair manner. We appreciate working with you and your staff in the current mode of trust and collaboration. Please share our thanks with all of your staff that contribute to this positive relationship.

Sincerely,

Higher Education Governing Board Financial Advisory Committee



Dear Ms. (Kay) Kishline:

I want to thank all of you at the Colorado State Purchasing Office for going "above and beyond" to help minority- and women-owned companies.

The people in your office not only actively worked with Colorado organizations this past year to reach out to *all* small business owners, but they have been extremely generous with their time and resources to help the Governor's Minority Business Advisory Council to revisit the BIDS system to see if any improvements could be made in making it easier for small businesses to get contracts with the State.

Even in these times of downsizing and bigger workloads, your department has treated small business owners,

especially minority business owners, as if they were your number one priority.

Sincerely,

Valerie Arvizu,
Director, Minority Business Office,
Office of Economic Development
and International Trade

KUDOS

John Alonzo of IDF received a note of appreciation from Terry Ketelsen, our state Archivist. "...John Alonzo has certainly practiced DPA's three C's in providing service to our unit. Please convey our appreciation for the excellent customer service we received."

Veronica White of the Driver License Section was very thankful for the fast response from **Capitol Complex** she received after a burglary. "I want to thank you for your immediate support for the Driver License Section in our time of urgency. The effort put forth by your team to help us secure the equipment from any more burglaries was truly amazing!"

PERSONNEL CHANGES

New Employees

Abigail Gaskins, DFP
James Klein, DOAH
James Foster, DCS
Bernadette Castillo, DCS
Adam Hiatt, DCS
Sabrina Morris, DCS
Gabriel Saindon, DCS
Stella Pontes, DCS
David Lobato, DCS

Glen Jones, DCS

Susan Perez, DoIT

Samuel Moreno, AQA

Marilyn Jordan AQA

Promotions:

Kay Kishline, DFP

Mekonnen Getachew,

DoIT

WHO IS THAT ?

Incredibly, no one was able to guess the identity of the well groomed young man to the right. He is legendary Beatles drummer Ringo Starr, one of the most photographed faces of all time.



DHR PERFORMANCE BASED PAY REPORT TEAM - DPA EMPLOYEES OF THE MONTH

Karen Schaefer, Josh Grundle, Joy Lindsay, Sue Huang, and Cindy Corwin have put forth a tremendous effort in the creation of special pay-for-performance reports. There was great interest in actual ratings and the first payouts, and reporting was requested sooner than data was available. July is the busiest month of the year for data system programming staff at DoIT, but in a short timeframe, the group managed to get the cooperation of all the agencies and 100% reported. The data was formatted into a concise and accurate picture. It was well received when Troy presented it to the Cabinet and was also published in the September *Stateline*. Karen and Cindy did a great job of rising to the occasion on an expedited project. Joy, Josh, and Sue are really appreciated for



pitching in beyond their regular assignments to help.

Congratulations to the other October nominees: Judge Nancy Hopf of DOAH for consistently providing top performance for the division; Larry Ryan of DCS for always providing answers to budget questions;

Audrey Fierro of DoIT for working long hours the last two months on implementing and upgrading the telephone systems; Art Barnhart of DFP for demonstrating exceptional leadership in developing leave reporting spreadsheets that have been deployed across the division; and Kay Weber of EO for getting the Kronos Timekeeping project back on track.



PERFORMANCE MATTERS

BY MONICA CORTEZ-SANGSTER
DPA HUMAN RESOURCES MANAGER

It is amazing how time passes us by; as John Lithgow has noted, "Time sneaks up on you like a windshield on a bug." We have completed six months of the 12 month performance cycle and mid-cycle progress reviews are currently underway.

What is the purpose of the mid-cycle progress review?

Ongoing coaching, support, and direction are important throughout the cycle and should occur regularly. However, the formal mid-year review is a time for supervisors and employees to discuss and document the employee's progress in attaining the objectives and measures in the performance plan. It is an opportunity to review progress, discuss roadblocks, and provide feedback and support. Although the performance plan can be modified at any time during the performance cycle because it is a living document, this is also an opportune time to review the performance plan and make revisions if necessary. For example, many of us have gone through the strategic planning and implementation process, so we may need to modify our plans to align with the strategic plan. If modifications are made, they must be documented on the *DPA Employee Performance Management Form* and initialed

by the employee, supervisor, and reviewer. When conducting the mid-year review, the following questions may be helpful:

- In regards to performance, how do you feel about the past number of months?
- What performance areas do you feel good about?
- Do you feel there are some areas that could use some improvement? If so, how?
- What could you do to bring about improvements in that area?
- Are there any areas, objectives, or measures that you believe need to be changed?
- Are there some areas that need clarification?

When are mid-cycle progress reviews due?

Since our performance cycle is April 1-March 31, October is mid-cycle for us and progress reviews are due by November 1. Raters, after completing mid-year reviews with your employees, please complete the *Coaching and Feedback* section on the front page of the performance management form and submit a copy to your division's HR liaison by November 1.

Reader Survey

Please help us improve *The Dispatch* to better meet your needs by answering the following survey. Please check the box next to your response, write in any comments and return the completed survey to Julie Postlethwait via email at julie.postlethwait@state.co.us or you may fax it to **303-866-6095**.

Do read *The Dispatch*?

Yes

No

Sometimes

☐☐☐

What do you like or dislike about *The Dispatch*?

Like

Dislike

Don't read/
Don't care

Troy Eid's Column

☐☐☐

Paul Farley's Column

☐☐☐

Personnel Changes

☐☐☐

Baby Picture Feature

☐☐☐

Employee of the Month

☐☐☐

Letters/Kudos

☐☐☐

Other _____

How do you receive *The Dispatch*?

I received it via e-mail

☐

I receive it from my supervisor or another employee.

☐

I generally don't receive it.

☐

Do you have suggestions on possible improvements to *The Dispatch*?

DO YOU WANT FRIES WITH THAT?

BY PAUL FARLEY

Last month, my son Peter and I joined a law school buddy for a weekend in Chicago, centered around visits to the Sears Tower, historic Wrigley Field, and a couple of other major league ballparks. One night we also went to a jazz club, where we heard the Heath Brothers. Seventy-nine-year-old Percy played bass for the groundbreaking Modern Jazz Quartet from 1952 to



Peter Farley with his dad outside "the friendly confines."

1995, including on the two albums MJQ did for Apple Records. I continue to be amazed about how all roads eventually lead to the Beatles. Maybe I should do a contest or something.

Anyway, as always I was on the lookout for obscure items of interest, which is what led me to the suburb of Des Plaines. It was there in 1955 that a milkshake machine salesman named Ray Kroc built his first restaurant. Kroc had purchased the right to open franchise fast-food restaurants from two California brothers, Dick and Mac McDonald, who had developed a successful drive-in business. Kroc developed and improved the brothers' efficient service, assembly-line methods, and carefully selected menu, and began to build an international empire.

Kroc's first restaurant has been faithfully restored as a museum; the grill, deep fryer, and industrial-sized cans of ketchup are just relics. If you want a sandwich, you have to go to the modern McDonald's across the street.



Peter Farley at McDonald's restaurant #1.

But I always like to find a Colorado connection, and this is no exception: for while Ray Kroc made the hamburger an American institution, the cheeseburger was created by Louis Ballast of Denver. Ballast was a 20-year-old high school dropout

working at a furniture store when he bought the Humpty Dumpty Drive-In in 1930. The restaurant at 2776 N. Speer Boulevard (nicknamed "the Barrel" because of its shape) and had a simple menu: root beer, hamburgers, and liverwurst sandwiches (!). During slow times, Ballast experimented with different ideas for improving the basic hamburger, such as peanut butter and even (kids, do *not* try this at home) melting a Hershey bar over it.



Culinary history was made here.



Finally, in 1935, it occurred to him to melt a piece of cheese onto a hamburger (an unanswered question: how do you think of a Hershey bar *before* a piece of cheese?), along with relish, secret sauce,

shredded lettuce, and a toasted bun. Customers eagerly paid 25 cents for the new sandwich, and Ballast knew he was onto something. He registered the name "cheeseburger" with the Secretary of State's Office on March 5, 1935.

The restaurant continued selling the sandwiches under a large sign reading "Home of the Original Cheeseburger" for almost 40 years. It closed in 1974 and Ballast died the following year at the age of 65. The building later burned down and was replaced by the Key Bank branch that now occupies the site. However, there is a small granite marker by the southeast corner of the building noting this watershed event.

Additional background information taken from the Autumn 1995 issue of "Colorado Heritage," published by the Colorado Historical Society.

THIS AND THAT:

- More esculent comestibles in history – Winston Churchill, and Waldorf and Nancy Astor were staying with Churchill's cousin, the Duke of Marlborough, at Blenheim Palace, in the early 1930s. Mrs. Astor (the first female member of Parliament) and Churchill argued throughout the weekend, culminating in this legendary exchange: "Winston, if I were your wife, I'd put poison in your coffee." "Nancy, if I were your husband, I'd drink it."